U.S. DEPARTMENT OF ENERGY



Office of Headquarters (HQ)and Executive Personnel Services

SF-52 (PERSONNEL ACTION) AUTOMATED TRACKING SYSTEM USER MANUAL

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DRAFT

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1.1.2_ SF-52 PERSONNEL ACTION PROCEDURES

2.1.1_ PROGRAM OFFICE INITIATION OF A PERSONNEL ACTION

DOE Program Offices are responsible for the initiation of personnel actions as needs arise. The SF-52 data base is used to initiate, track, and close all types of actions, including recruit actions (Attachment 1 of this document illustrates the process for a recruit action and the assignment of responsibilities). When a Program Office is ready to request a personnel action, they create a new SF-52 in the SF-52 database and physically forward the recruit action to the Personnel Office.

2.1.1 SF-52 Creation: There are eleven fields in the SF-52 data base that should be

filled in by Program Office personnel to initiate a personnel action.
Assign the SF-52 number, using the numbering system as directed by the Office of
Personnel.
Assign the action requested from the drop-down list (i.e., recruit, rehire, promotion).
Routing Symbol
Program Office Point of Contact
Program Office Initiation date
Program Office Approval date
Position Title
Pay Plan/Series/Grade
Duty Location
Date action forwarded to personnel
Program Office Remarks (optional)

The Personnel Office (MA-35) is responsible for tracking the remaining activity of an SF-52. Program Office specialists may, at any time, view the status of their actions in the SF-52 data base and update comments in the Program Office Remarks field.

13.1 RECRUIT (RECRUIT/REHIRE) ACTIONS

The MA-35 personnel specialists are responsible for entering the tracking data for the SF-52s through the five phases of a recruit action until the actions are complete or are returned to the Program Office. Program Office personnel may view the progress of the action at any time.

In the event of time constraints, the MA personnel specialists *must*, at a minimum¹, fill in the required fields - another critical element that is required to ensure accurate information is in the SF-52 data base. The minimum requirement does not condone filling in only the minimum requirements. Specialists must go back and fill in the other dates when time permits, as those dates help track trends in the recruit action process.

^{1*} will indicate a field that fulfills the minimum requirement.

The recruit action process is described in the following five phase:		
	Classification	
	Announcement	
	Paneling	
	Hiring List	
	Selection	

1.2.1		onsists of information and steps to classify a position *Date Received by Personnel Office;			
		Radio button filled in for either MA-351 or MA-352;			
		Personnel Specialist Assigned to Action;			
		Date Audit Scheduled;			
		Date Position Audited; and *Date Position Classified.			
	_	Date Position Classified.			
1.2.2	a vacai	Announced: The announcement phase contains the some announcement for a position. The announcement are completely date-driven. The fields are: Date Job Analysis and Crediting Plan Received by Plate Job Analysis and Crediting Plan Approved by Plate Job Analysis and Executive personnel action *Date Approval of Establishment of Position *Date Announcement Opens; *Date Announcement Closes; Vacancy Announcement Number; and Area of Consideration (check all that apply) *CTAP/ICTAP DOE HQ Outside DOE HQ	ersonnel Office; Personnel Office;		
1.2.3	Being Paneled: The paneling phase contains the steps involved in reviewing the applicants packets to determine if applicants meet the qualifications of the position and issuing a list of eligible candidates to the Selecting Official within the Program Office for the Program Office to interview. The fields are: Date Determination of Basic Qualifications Completed; *Date Panel or SME Scheduled; and *Date Panel or SME Completed.				
1.2.4	certifica selection	List: The hiring list (or certification) phase contains the ate to the Selecting Official for consideration of eligiben to fill a vacant position. The Personnel Office will is EU Certification, whichever is applicable. The fields a Date CTAP/ICTAP Candidate Referred; Date CTAP/ICTAP Candidate Cleared; Date Merit Certificate Issued; *Date Merit Certificate Due; Date DEU Cert. Issued; and *Date DEU Cert Due.	le candidates in order to make a ssue either a Merit Certification		
	Like the Announcement phase, future dates are known for the Date Merit Certificate Due and Date DEU Cert Due fields. Below is an example:				
			Minimum time		
	Date M	lerit Certificate Issued - 12/6/00	30 business days		
		lerit Certificate Due - 1/9/01			
		EU Cert. Issued - 12/20/00 EU Cert. Due - 1/22/01	30 business days		

Both the Merit Certificate and the DEU Certificate may be extended for up to an additional 60 days.

1.2.5	Selection: The selection phase contains the steps involved in hiring or rehiring an employee
	for the position they have applied and been accepted for. The fields are:

■ *Date Program Office Makes a Selection;

For Excepted Service and Senior Executive positions only:

- Date Submitted to Hiring Control Board (HCB);
- ♦ Date Approved by HCB;
- ◆ Date Approved by ERB Subcommittee;
- ◆ Date Approved by ERB;
- ♦ Date Submitted to QRB; and
- Date Appproved/Denied by QRB.
- □ Date Job Offer Made;
- □ Date Offer Accepted/Declined;
- Radio buttons for Accepted or Declined; and
- *EOD/Effective Date of Action (where the date is a future date).

Most excepted service positions will not require ERB or QRB processes. All SES positions will require ERB approval and may require QRB approval. If personnel specialists have selectees who will go through either approval process, the fields are then *required* as defined in the minimum requirements because the Department is tracking the ERB and QRB processes, and is tracking pay plans GS/GM separately from the "E" pay plans (ES/EJ, etc.).

1.3 ALL OTHER PERSONNEL ACTIONS

All other actions refers to any personnel action other than a recruit or rehire. The Program Office still initiates the action and fills in all fields in the Program Office Input section.

The personnel office will fill in all remaining applicable dates. There are fewer fields to be filled in for all other actions, consisting of some or all of the following fields:

_	D	D	\sim 1	
	1)ate	Position	Clas	ssified.

- □ Date Submitted to Hiring Control Board (HCB);
- Date Approved by HCB;
- □ Date Submitted to ERB;
- □ Date Approved by ERB;
- Date Submitted to QRB;
- Date Approved/Denied by QRB;
- EOD/Effective Date of Action;
- Date Action Returned to Program Office;
- *Date Action Complete;
- *Final Action:
- Date Annuity Computation Requested;
- Date Annuity Computation Provided to Customer;
- □ Date Retirement Counseling Session Requested; and
- □ Date Retirement Counseling Session Scheduled.

1.4 COMPLETED ACTIONS

Personnel actions are considered closed when an employee is hired, a prospective employee declines an offer, or when the action is returned to the Program Office.

1.4.1	<u>Action</u>	Returned to Program Office (All Actions): This field is normally used to indicate that			
	the action is closed before completing the process. This may happen for various reasons. When this occurs, it is still necessary to physically close out the action. Follow these steps				
					when returning to the program office:
			Put the same date in both the Action Returned to Program Office in the Date Action Complete fields;		
		If applicable, select a "Final Action" from the drop down list; and			
		If applicable, note "Personnel Office Remarks."			
1.4.2	Incumb	pent Accepts Position (Recruit Action): When a prospective employee accepts a			
	positio	n:			
		Enter the date accepted in "Date Job Offer Accepted/Declined";			
		Click the "Accepts" radio button;			
		Fill in the EOD/Effective Date of Action, which may be a future date, noting the first day they will begin;			
		Put the same date (EOD) in the "Action Complete" field (forward date is also accepted);			
		Select"Recruit" or "Rehire" from the "Final Action" drop down list.			
		If applicable, note "Personnel Office Remarks."			
1.4.3	Incumb	pent Declines Position (Recruit Action): When a prospective employee declines a			
	position:				
		Enter the date declined in "Date Job Offer Accepted/Declined";			
		Click the "Decline" radio button;			
		Enter the "Date Returned to Program Office" and "Date Action Complete" with the same date; and			
		If applicable, note "Personnel Office Remarks."			

2 SF-52 PERSONNEL ACTION DATABASE USER MANUAL

2.1 GETTING STARTED

The SF-52 data base application is a state-of-the-art web-based tool for tracking progress of Departmental Personnel Actions. The application provides up-to-the-minute detailed information for the Program Offices and the Personnel Office, as well as high-level summary information for the Department of Energy (DOE).

2.1.1 Using Filters

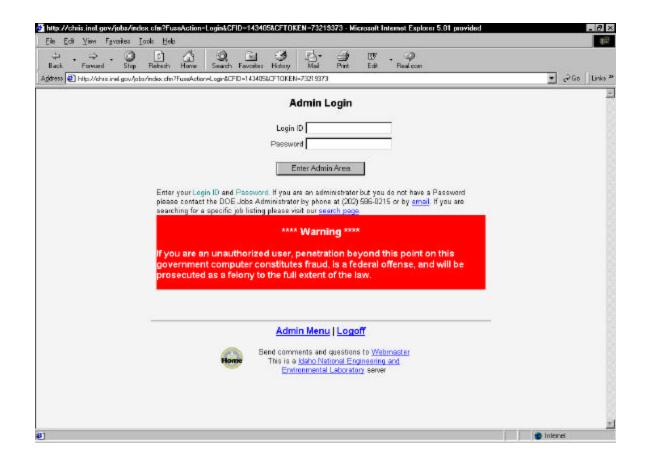
Filters have been applied to the interface of the SF-52 create and update screens, as well as the reports. Users have the ability to refine their searches for information with the filters.

2.1.2 Moving around the screens

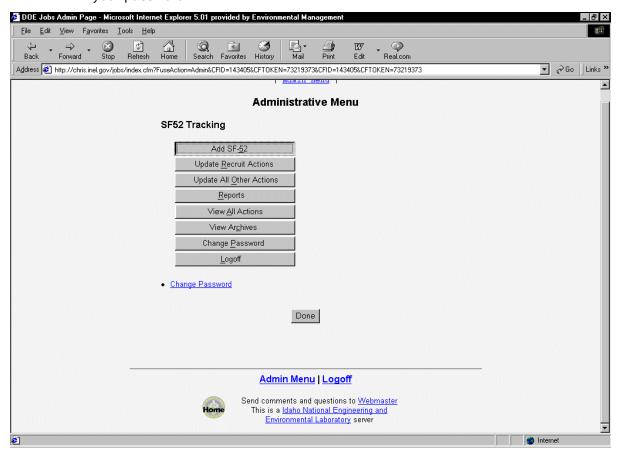
Every screen has a "Done" button. When used, the user is taken back to the Administrative Index. Every screen also has, at the bottom of the page, 2 links: Admin Index and Logoff. The Admin Index link returns the user to the Administration Index (like the "Done" button). The Logoff link logs the user off the system. The user, once logged off, will need to log back on to view and update data.

2.1.3 Logging In

Go to your internet browser, and at the location prompt, type in:				
http://chris.inel.gov/jobs/index.cfm?fuseaction=login				
Time in visual and ID and a serviced and aliab and the "Fater Admin Anna				

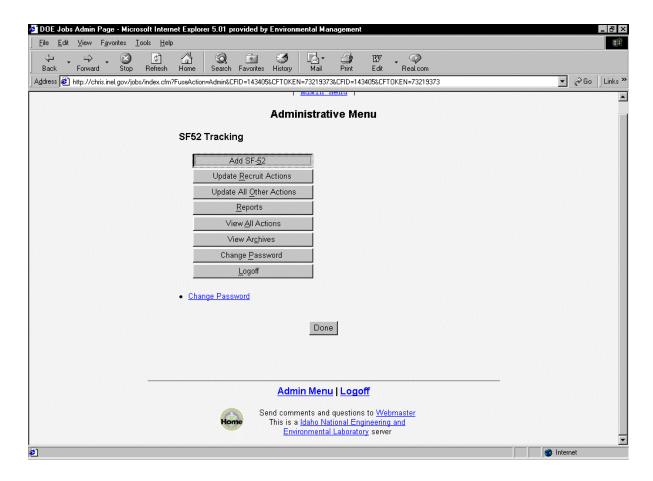


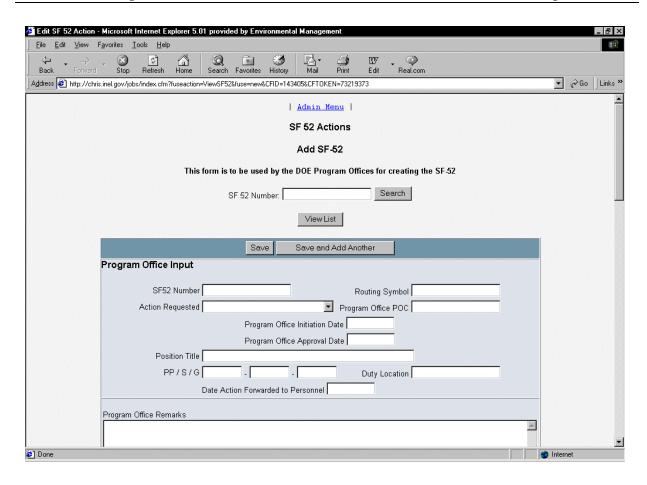
You are now in the administrative menu, where you can create and update recruit and nonrecruit actions, view various reports, view the archived actions, and change your password.



- The user will see the following links and their functions:
- ♦ Add SF-52 is where a new Personnel Action (SF-52) is created and where personnel actions (excluding recruit/rehire) are updated (normally a new action will be entered by the Program Office).
- ♦ <u>Update Recruit Actions</u> is where Program Offices view, and the Personnel Office updates, recruit actions only (recruit and rehire).
- ♦ <u>Update All Other Actions</u> is where Program Offices view, and the Personnel Office updates all non-recruit actions (all actions except recruit and rehire).
- Reports is a link to all recruit and nonrecruit action reports, as follows:
 - √ View SF-52 Action Status Reports links the user to 2 bar charts that show the summary level activity for recruit and rehire recruit actions by Program Office.
 - ✓ SF-52 Recruit Action Phase Reports links to a series of 8 phase reports:
 - Classification Phase Report
 - · Announcement Phase Report
 - · Paneling Phase Report
 - Hiring List (Certification) Phase Report
 - · Selection Phase Report
 - ERB Report
 - QRB Report

- All EOD's Report
- View All Actions allows the user to preview all actions.
- View Archives allows the user to preview all actions that have been archived (90 days after completion actions are archived in the system).
- <u>Change Password</u> is where the user can change their password.
- Logoff allows the user to logoff from the application.

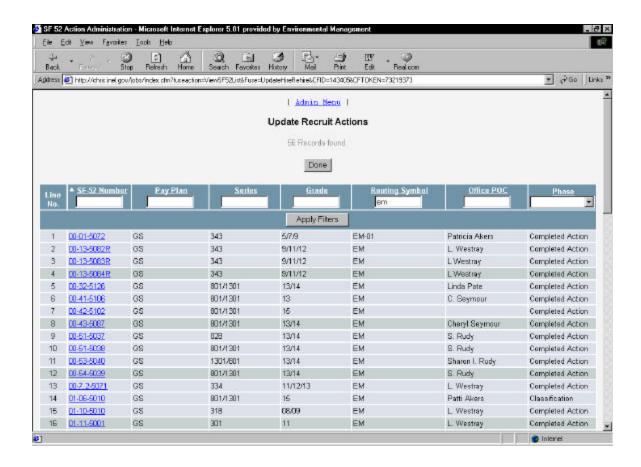




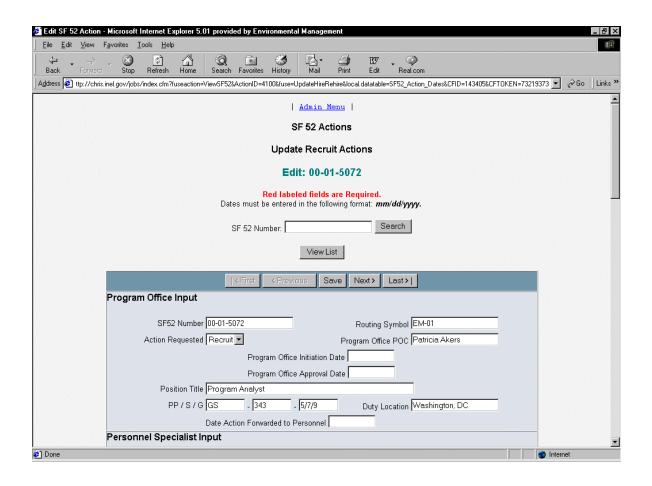
2.2 RECRUIT (RECRUIT/REHIRE) ACTIONS

- 2.2.1 Program Office Initiation: Program Offices are responsible for initiating *all* personnel actions in this manner:
 - ♦ Log onto the SF-52 site, per the instructions in Section 2.2.
 - ♦ Click on the link "Add SF-52."
 - ♦ Assign SF-52 number in the "Program Office Input" area.
 - ♦ Select nature of action from the Action Requested drop-down list (i.e., recruit, rehire, promotion).
 - ♦ Type in routing symbol (i.e., EE-10).
 - ♦ Enter the contact person's name in the Program Office POC box.
 - ♦ Enter initiation date in the "Program Office Initiation Date".
 - Enter Program Office Approval Date once action has been approved by Program Office official.
 - ♦ Enter the "Position Title".
 - Enter the "Pay Plan," "Series," and "Grade."
 - ♦ Enter "Date Transferred to Personnel", once so done.
 - At any time during the life of the recruit action, the program office Administrative Officer may enter notes in the "Program Office Remarks" box.

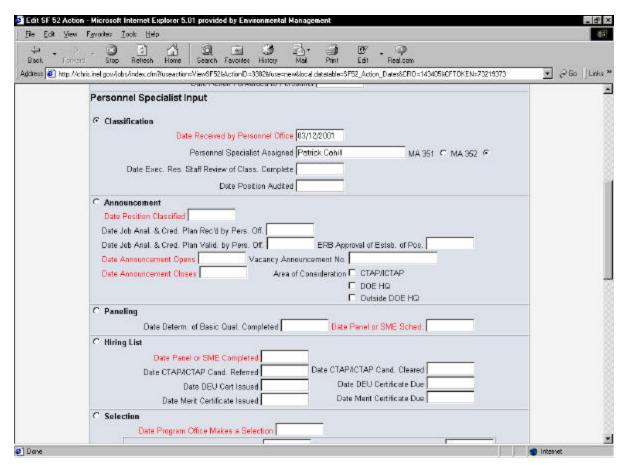
- Update Recruit (Recruit/rehire) Actions (To be completed by the Personnel Office).
 - Personnel specialists log in as described in section 2.2.1.
 - When hard copy action comes in, it must be entered into the SF-52 data base. Hopefully the Program Office has entered the initial data, as instructed in section 2.2.1.
 - Click on the "Update Recruit Actions" link.
 - In the filter options at the top of the page, locate the action by putting the SF-52 number in the "Number" field, and click "Apply Filters."
 - If there is no matching SF-52 number, follow the steps in section 2.2.1 for adding an SF-52.
 - Click on the Save button to validate creation of the action, and to allow the personnel specialist to update the new record.



☐ If there is a matching number, click on the SF-52 number to go to the record.



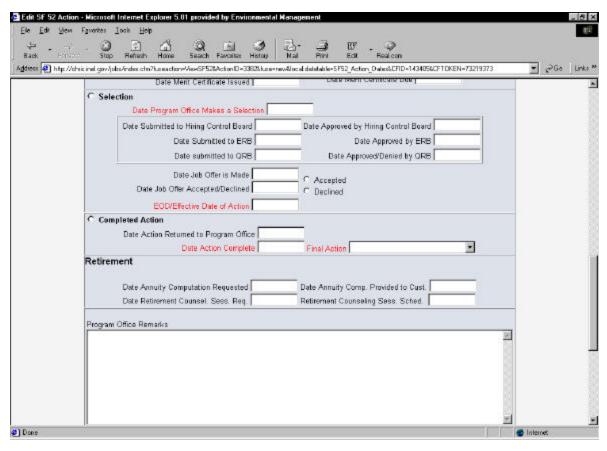
- 2.2.2.1 Classification Phase (Radio button phases are automatic, it is not necessary to click on phases.)
 - In the "Personnel Specialist Input" area, enter the "Date Received by Personnel Office," the "Personnel Specialist Assigned," and select the appropriate radio button for MA-351 or MA-352.
 - "Date Exec. Res. Staff Review of Class. Complete" date will be filled in by Executive Resources personnel specialist for executive recruit actions only.



Enter a date in "Date Position Audited" when it has been done.

2.2.2.2 Announcement Phase

- As the dates in the announcement phase occur, enter those dates.
 - ♦ For General Schedule positions:
 - Date Position Classified
 - ✓ Date Job Analysis and Crediting Plan Rec'd. By Personnel Office
 - ✓ Date Job Analysis and Crediting Plan Validated By Personnel Office
 - √ Vacancy Announcement Number
 - ✓ Date Announcement Opens
 - ✓ Date Announcement Closes
 - Area of Consideration (check all that apply [CTAP/ICTAP, DOE HQ, and/or Outside DOE HQ])
 - ♦ For Executive Service positions:
 - ✓ All fields for General Schedule positions plus the "ERB Approval of



Establishment of Position."

2.2.2.3Paneling Phase

As the dates in the Paneling Phase occur, enter the dates for General Schedule and Executive positions.

2.2.2.4 Hiring List

- ☐ For General Schedule and Executive positions, enter all dates:
 - ♦ Date Panel or SME Completed
 - ◆ Date CTAP/ICTAP Candidate Referred (if applicable)
 - ♦ Date CTAP/ICTAP Candidate Cleared (if previous field used)
 - Date DEU Certificate and/or Merit Certificate Issued
 - Date DEU Certificate and/or Merit Certificate Due

2.2.2.5 Selection

- ☐ For General Schedule positions, enter:
 - ♦ Date Program Office Makes a Selection
 - ♦ Date Job Offer is Made
 - ♦ Date Job Offer Accepted/Declined
 - Click appropriate radio button for "Accepted" or "Declined."
 - ♦ If the job offer is accepted:
 - ✓ Enter the EOD/Effective Date of Action, if known (can be a future date, and should be the same date as Date Action Complete).
 - ✓ Enter the Date Action Complete (in the Completed Action Phase) as the same day as the EOD/Effective Date of Action.

- If the job offer is declined:
 - Enter the Date Action Complete in the Completed Action Phase.
- For Executive positions: After Date Program Office Makes a Selection,
 - Date Submitted to Hiring Control Board (HCB) (where applicable)
 - Date Approved by HCB (where applicable)
 - Date Submitted to ERB (where applicable)
 - Date Approved by ERB (where applicable)
 - Date Submitted to QRB (where applicable)
 - Date Approved/Denied by QRB (where applicable)
 - and the remaining dates in Selection, as appropriate.

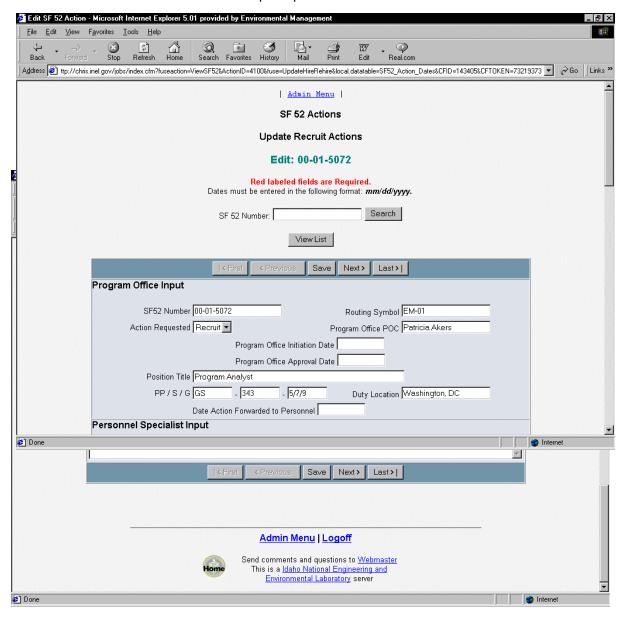
2.2.2.6 Completed Action

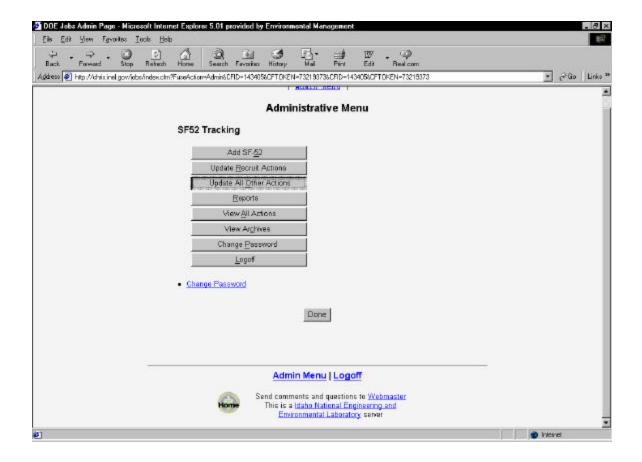
- If at any point an action is Returned to Program Office, the action becomes closed, and the same date as that in the Returned to Program Office field MUST be filled in the Completed Action field, to take the action out of open status.
- If an individual was hired, enter the same date that is in the EOD/Effective Date of Action in the Date Action Complete field (may be a forward date).
- If a person declines the position, enter the same date in Action Returned to Program Office and Date Action Complete.
- Select the final action from the drop-down list.
- At any time during the update process, personnel specialists may enter notes about an action in the Personnel Office Remarks box.

2.2.3 Navigating Through the Recruit Actions

The buttons at the top of the recruit actions form are useful tools for navigating around the data base and for saving current work.

- The search button is used to search for a specific SF-52 Number.
- The View List button allows the user to see all existing recruit actions.
- The Save button must be used to save each record.
 - The Next and Last buttons pull up the Next and Last Recruit actions detail.



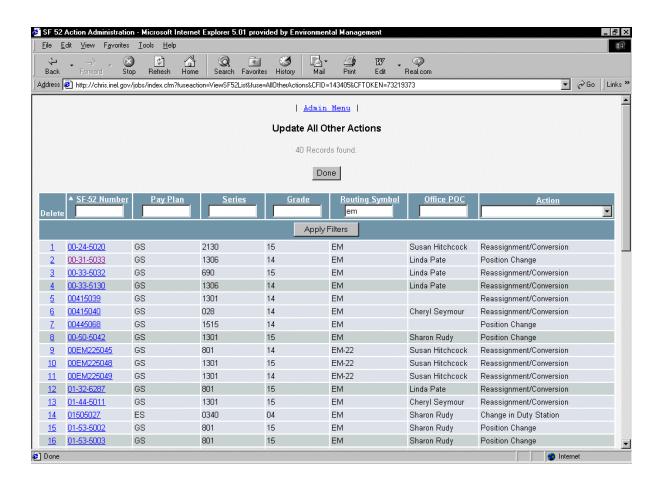


2.3 ALL OTHER PERSONNEL ACTIONS

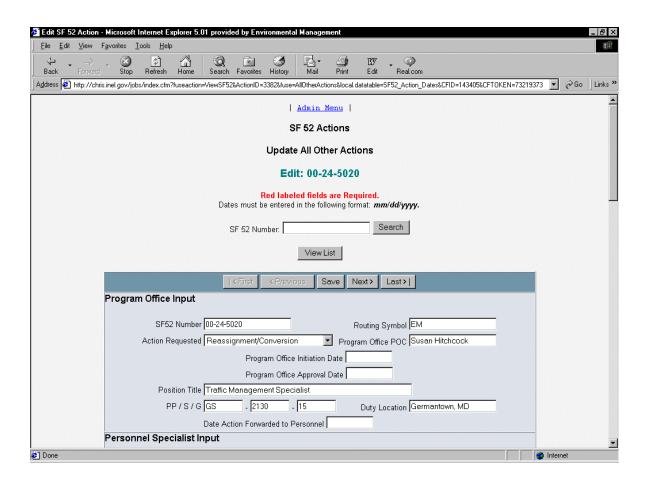
All other personnel actions consist of all actions except recruit or rehire personnel actions, i.e., promotion, award, reassignment. Program Offices follow the same procedure for creating an SF-52 in Section 2.2.1 (page 8). Personnel specialists will update all other personnel actions by clicking on the "Update All Other Actions" link on the Administrative Menu page of the SF-52 data base.



The Update All Other Actions link will connect you to a list of All Other Actions, where you can scroll and select the action.

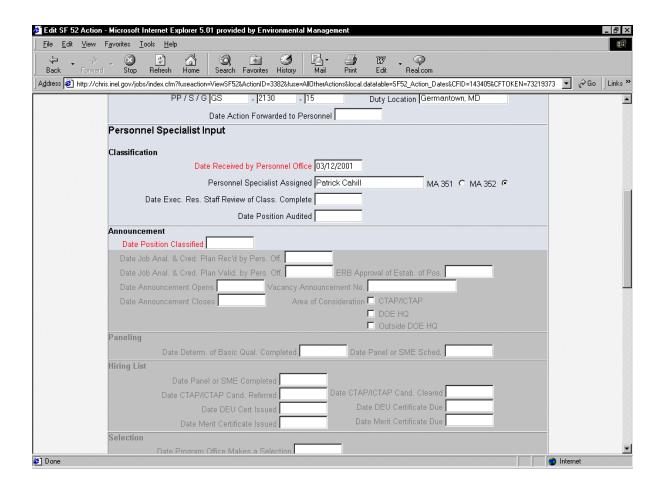


- If there is no matching SF-52 number in the data base for the hard copy SF-52, follow the procedures in Section 2.2.1 for creating an SF-52.
- If there is a matching SF-52 in the view list, click on the SF-52 number to go to the specified record.

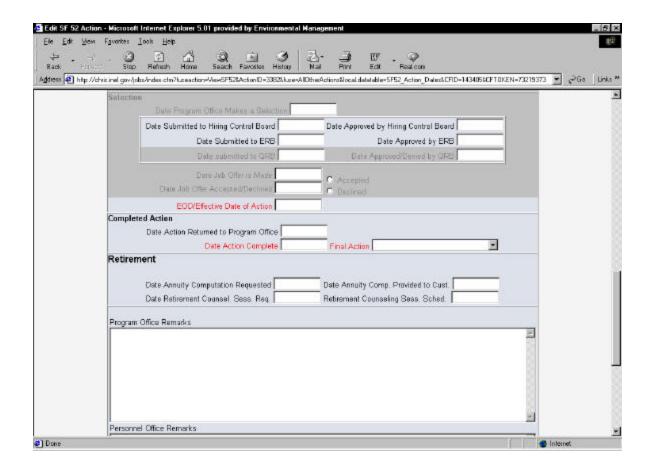


The Update All Other Actions screen looks identical to the Add SF-52 and Update Recruit Actions screens, except for the title, until you scroll down.

- Not all of the fields used to update recruit actions are needed for all other actions. Therefore, the screen looks as you see it below, where many fields are grayed out. The only active fields are those described in section 1.3.
- Enter dates for applicable fields as they happen.

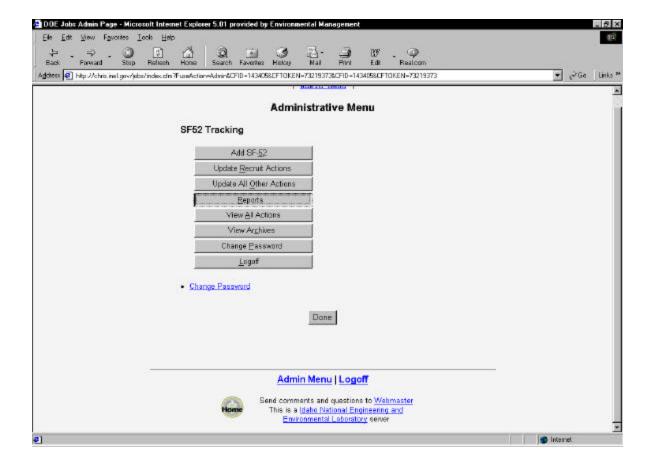


Follow the same procedure for closing an action, as appropriate for each action. "Date Action Complete "and "EOD/Effective Date of Action" will close the action, as will "Date Action Returned to Program Office" and "Date Action Complete."



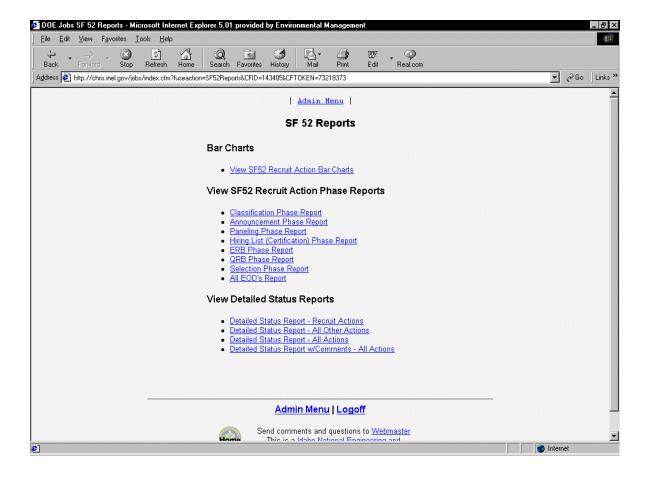
3 **RUNNING REPORTS**

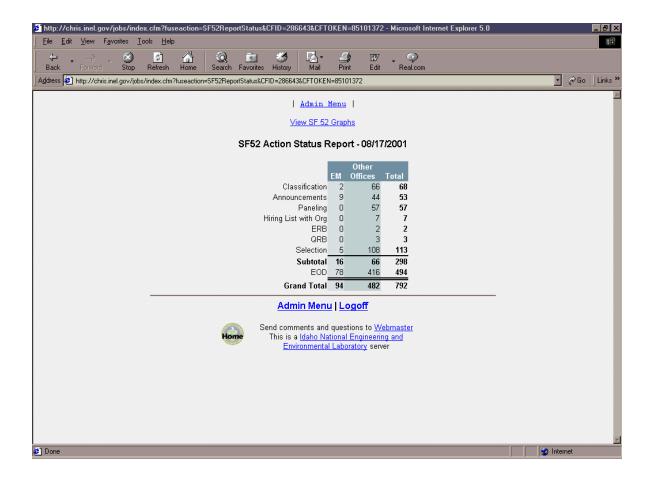
Reports can be run from the administrative screen links. Following are the reports, their functions, and instructions on how to manipulate the data.



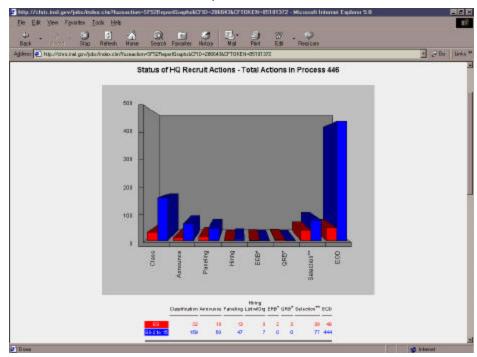


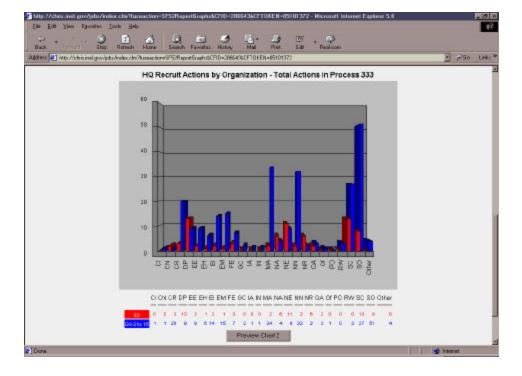
☐ Click on the reports button to view all the report titles.





Bar Chart: Click on the "View SF-52 Graphs" link for these two bar charts.

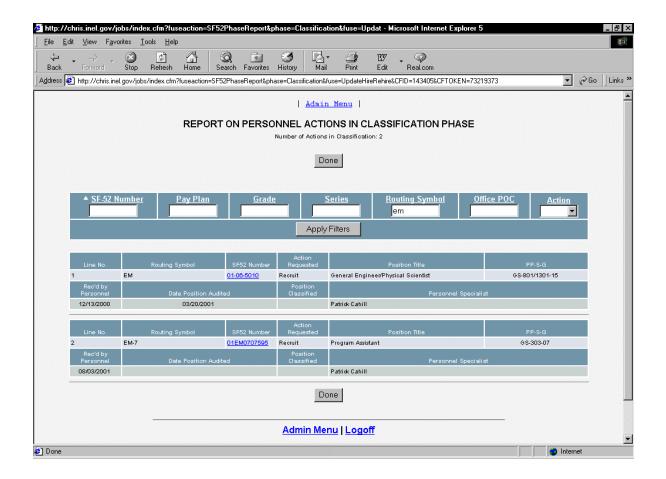




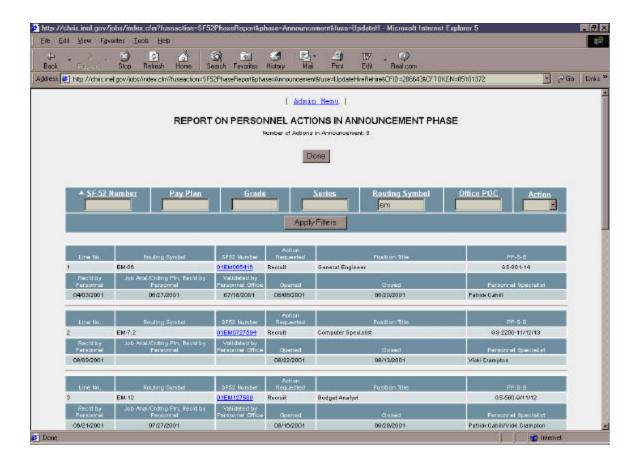
3.2 VIEW SF-52 RECRUIT ACTION PHASE REPORT

The following reports show actions statistics for the phases noted in the titles for respective organizations. You may refine the report through use of the filters at the top of the page.

☐ Classification Phase Report:

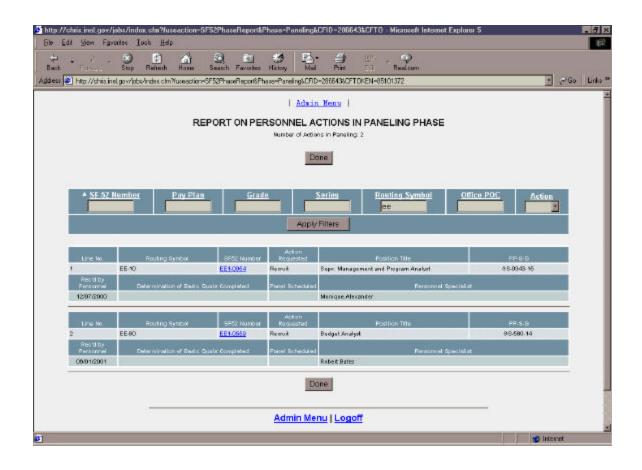


Announcement Phase Report:



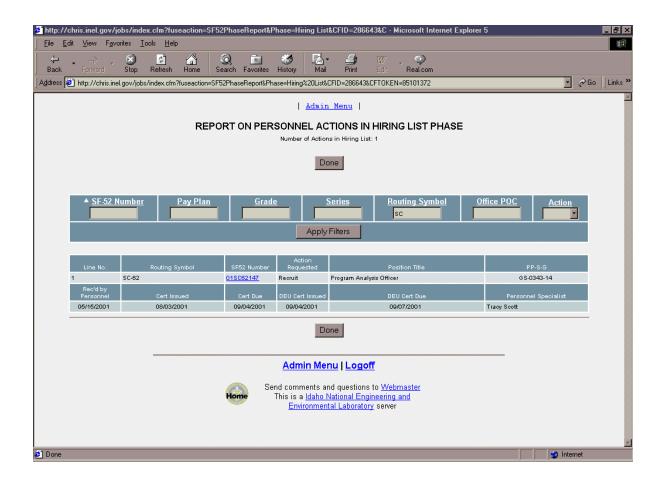


Paneling Phase Report:

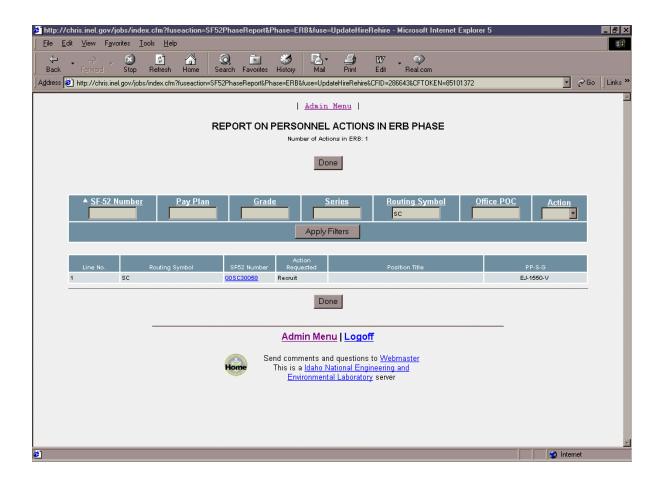




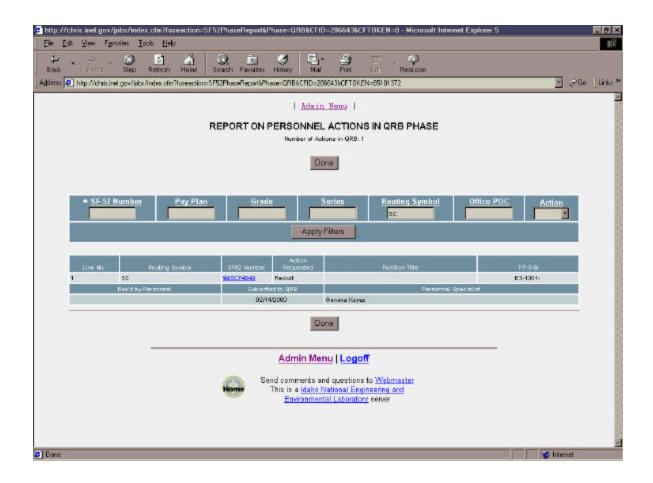
Hiring List Phase Report:



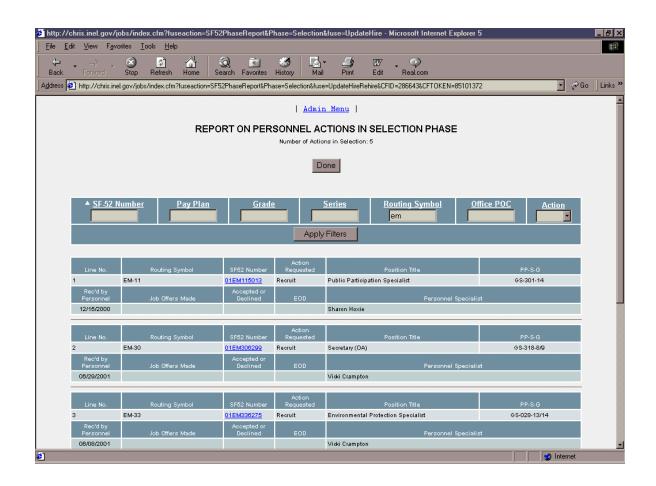
ERB Phase Report:



QRB Phase Report:

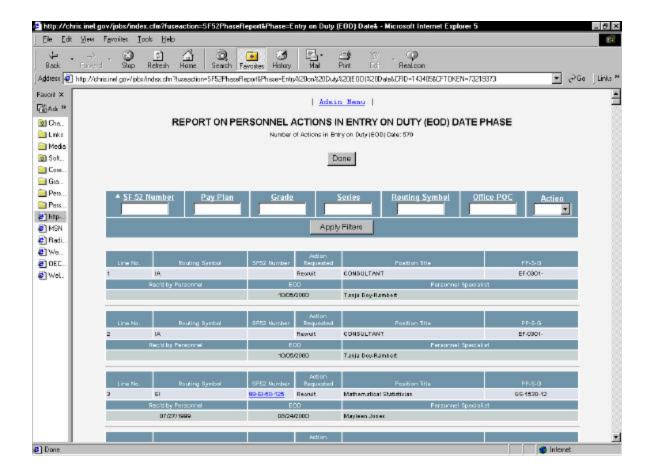


■ Selection Phase Report:



All EOD's Report (shows all actions that have EOD'd since a specified date, subject

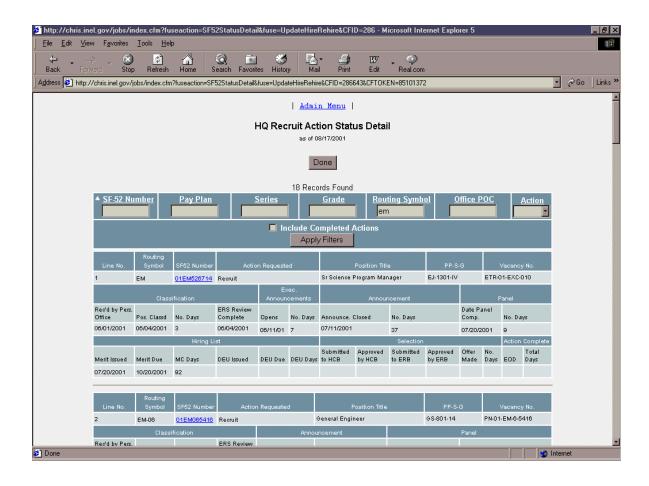
to change by personnel):



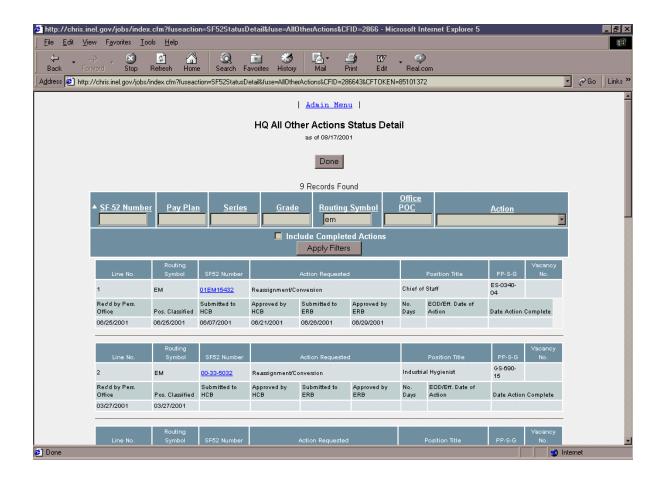
VIEW DETAILED STATUS REPORTS 3.3

The Detailed Status Reports show details on activities, and provide flags indicating when actions are over in a particular phase(s). Again, the filters may be used to refine searches, down to the SF-52 number.

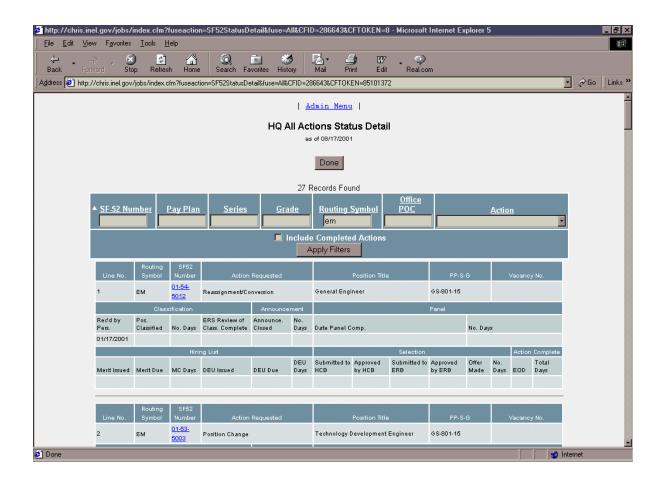
Detailed Status Report - Recruit Actions: Shows only details for recruit actions.



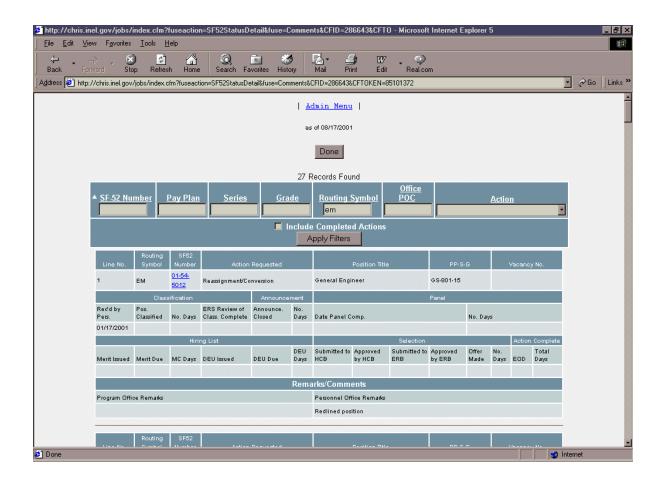
Detailed Status Report - All Other Actions: Shows only detail for all actions except recruit or rehire.



Detailed Status Report - All Actions: shows all recruit and nonrecruit actions detail.

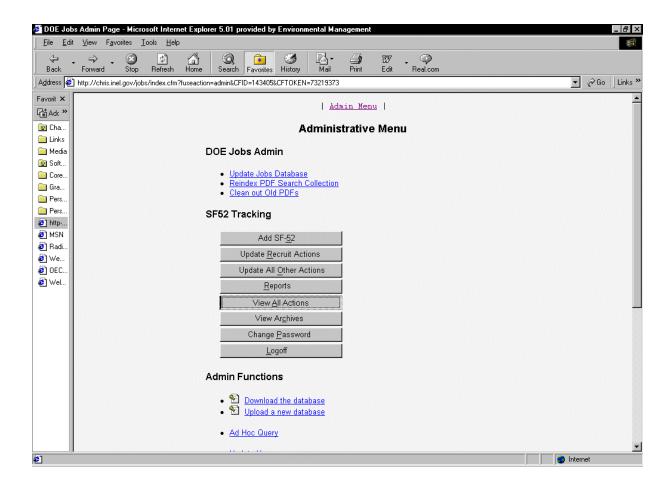


Detailed Status Reports with Comments includes all actions, and their respective Program Office and Personnel Office comments.



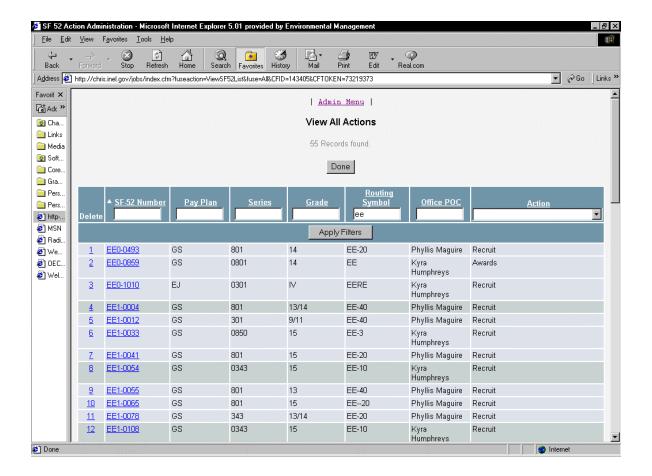
4 **VIEWING ACTIONS**

Users may view actions, and may access and update actions through the view process under the View Actions button on the Administrative Index page. Users may also access the archived actions using the View Archives. While it appears that users may alter the archived actions, changes will not save.

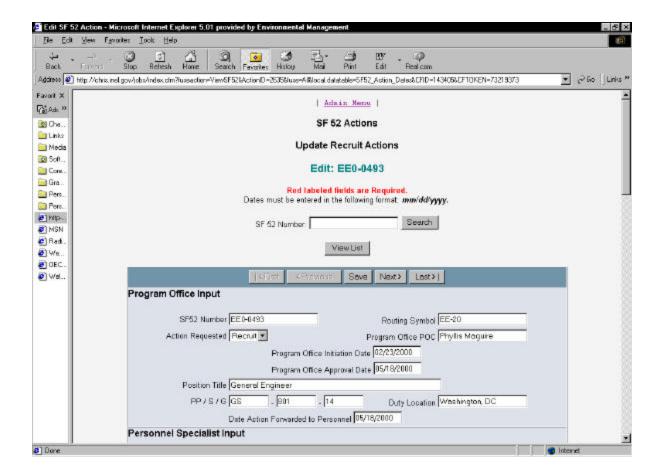


VIEW ALL ACTIONS 4.1

In the "View All Actions" mode, users can look at the status of, and update individual records, but may only update areas under their permissions.

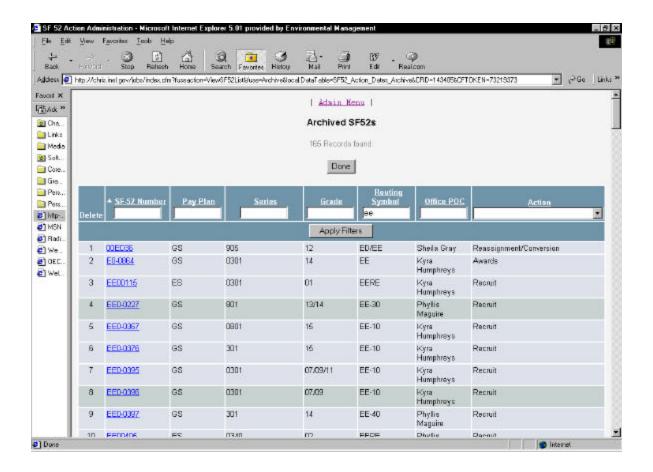


To view or update an individual record, click on the SF-52 number. Clicking on the SF-52 number takes the user to the update screen of the selected SF-52.



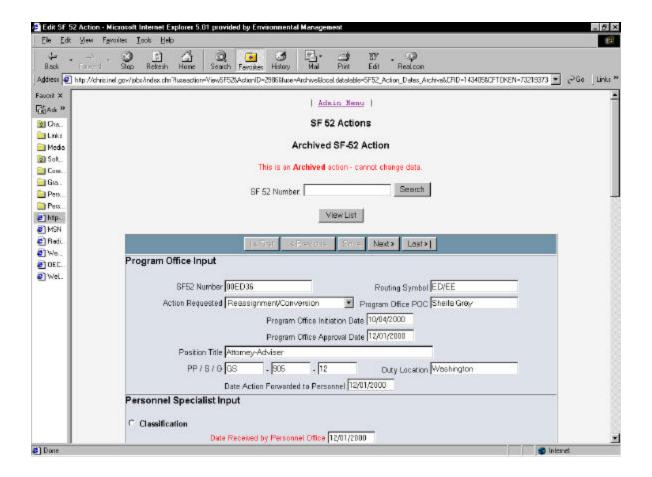
4.2 **VIEW ARCHIVES**

The archive window looks and acts identical to the View All Actions, except that the user is looking at personnel actions older than 90 days that have been closed. It is not possible to alter or update the archived records.



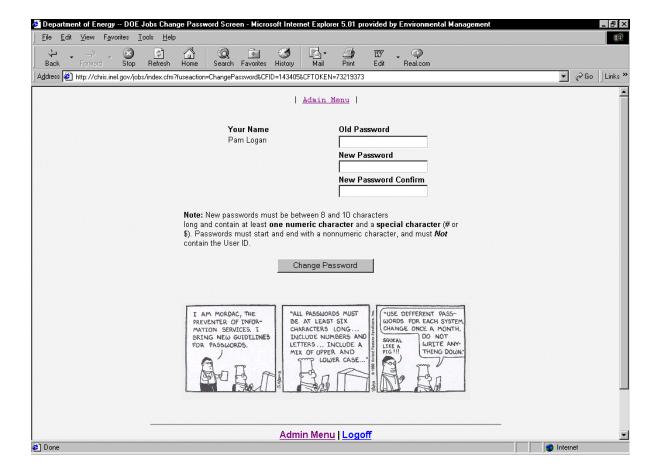


The user can click on an archived SF-52 number to see the detail, and it appears that the user can update the record, but the changes will not save.



5 CHANGE PASSWORD

Users will be prompted to change their password every six (6) months. Follow the directions for changing password after clicking on the "Change Password" button.



6 **LOGOFF**

Logging off is as easy as clicking on the logoff link that is on many of the screens, or by going back to the Administrative Menu page and clicking on the "Logoff" button. When you click on the "Logoff" button, you will see your logoff verification:

